

## Message Text

UNCLASSIFIED

PAGE 01 KUWAIT 00341 181522Z  
ACTION MMO-04

INFO OCT-01 NEA-10 ISO-00 A-01 SS-15 PER-05 /036 W  
-----043893 181536Z /53

P 181353Z JAN 78  
FM AMEMBASSY KUWAIT  
TO SECSTATE WASHDC PRIORITY 9955

UNCLAS KUWAIT 0341

FOR M/MO AND NEA/EA

E.O. 11652: N/A  
TAGS: APER, AMGT, CGEN  
SUBJECT: HIRING LIMITATION: REQUEST FOR AUTHORITY TO HIRE REPLACEMENT  
FOR CONSULAR SECTION LOCAL EMPLOYEE

REF: STATE 003165

1. EMBASSY URGENTLY REQUESTS THAT APPROVAL BE GIVEN FOR  
THE HIRING OF A CONSULAR ASSISTANT TO REPLACE A CURRENT  
EMPLOYEE WHO WILL BE RESIGNING IN A FEW WEEKS. IN  
ADDITION, WE WILL NEED PERMISSION TO HIRE ANOTHER NEW  
CONSULAR EMPLOYEE IN A FEW MONTHS TIME. BY THAT TIME,  
HOPEFULLY, THE SYSTEM FOR OBTAINING PERMISSION  
FOR HIRING NEW EMPLOYEES WILL BE REGULARIZED. WE WILL  
THEN MAKE OUR REQUEST FOR THAT SECOND PERMISSION THROUGH  
THAT SYSTEM.

2. IT IS CRITICAL THAT WE HAVE A MINIMUM GAP BETWEEN THE  
DEPARTURE OF THE EMPLOYEE WHO IS RESIGNING AND THE HIRING  
OF A REPLACEMENT. AS THE DEPARTMENT IS AWARE FROM NUMEROUS  
COMMUNICATIONS, OUR CONSULAR WORKLOAD (PRIMARILY VISA)  
HAS INCREASED DRAMATICALLY IN RECENT YEARS. OVER THE  
SAME PERIOD, THERE HAS BEEN NO INCREASE IN OUR 3-PERSON  
CONSULAR LOCAL STAFF. (NOR IN THE AMERICAN STAFF EITHER.)  
THE PAST THREE YEARS HAVE SEEN MORE THAN 250 PERCENT  
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INCREASE IN THE NUMBER OF NIV'S ISSUED. OUR 3 FSLE'S ARE  
VIRTUALLY SWAMPED BY THIS WORK LOAD, AND EACH PUTS IN 5  
TO 8 HOURS OVERTIME EACH AND EVERY WEEK. WHEN ONE OF  
THESE LOCAL EMPLOYEES IS NOT AT WORK, THE DEMANDS UPON  
THE OTHER TWO INCREASE TO AN IMPOSSIBLE LEVEL. SHOULD WE  
HAVE A LONG PERIOD WITHOUT THE THIRD EMPLOYEE, THERE WILL  
BE A SEVERE DETERIORATION IN THE LEVEL AND QUALITY OF OUR

CONSULAR SERVICES.

3. MOREOVER, IF WE ARE UNABLE TO HIRE A NEW CONSULAR ASSISTANT THIS SPRING WHEN WE RE-PROGRAM ANOTHER EMBASSY POSITION IN THE CONSULAR SECTION, WE WILL BE UNABLE TO COPE WITH THIS SUMMER'S VISA RUSH. (IN THIS RE-PROGRAMMING, WE HAD PLANNED TO TERMINATE ONE SECURITY GUARD, PLACING THAT EMPLOYEE ON OUR GUARD CONTRACT, AND TO HIRE A NEW CONSULAR LOCAL WHEN THE POSITION HAD BEEN RE-PROGRAMMED INTO THE CONSULAR SECTION.)

4. EMBASSY THEREFORE REQUESTS THAT THIS REQUEST TO HIRE A REPLACEMENT BE APPROVED QUICKLY SO THAT WE MAY BEGIN RECRUITING A NEW CONSULAR ASSISTANT. (FINDING QUALIFIED OFFICE STAFF IS A DIFFICULT AND LENGTHY PROCESS IN KUWAIT.)  
MAESTRONE

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NNN

## Message Attributes

**Automatic Decaptoning:** X  
**Capture Date:** 01 jan 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 18 jan 1978  
**Decaption Date:** 01 jan 1960  
**Decaption Note:**  
**Disposition Action:** n/a  
**Disposition Approved on Date:**  
**Disposition Case Number:** n/a  
**Disposition Comment:**  
**Disposition Date:** 01 jan 1960  
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**Disposition History:** n/a  
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**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Expiration:**  
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**Subject:** HIRING LIMITATION: REQUEST FOR AUTHORITY TO HIRE REPLACEMENT FOR CONSULAR SECTION LOCAL EMPLOYEE  
**TAGS:** APER, AMGT, CGEN  
**To:** STATE  
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**Review Markings:**  
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